

FILED

IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF TENNESSEE

2012 JAN -3 PM 4:45

DIVISION

U.S. DISTRICT COURT
MIDDLE DISTRICT OF TN

Tracy McKinnis-Carter

Name of Plaintiff

v.

Maury County Public
Schools

Name of Defendant(s)

Case No. _____

(To be assigned by Clerk)

Jury Demand ☐ Yes ☒ No

COMPLAINT UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

1. This action is brought pursuant to Title VII of the Civil Rights Act of 1964, and the Civil Rights Act of 1991, for employment discrimination. Jurisdiction is specifically conferred upon the Court by 42 U.S.C. § 2000e-5, or, if the Plaintiff is a federal employee, by 42 U.S.C. § 2000e-16. Relief is sought under 42 U.S.C. § 2000e-5(g) and/or 42 U.S.C. § 1981a(b).

2. Plaintiff, Tracy McKinnis-Carter, is a citizen of the United States and resides at
2892 Dodson Gap Rd., Culleoka,
Street address City
Maury, TN, 38451, 931-987-0050.
County State Zip Code Telephone Number

3. Defendant, Maury County Public Schools resides at, or its business is located at
501 West 8th Street, Columbia,
Street address City
Maury, TN, 38401.
County State Zip Code

(If more than one Defendant, list the name and address of each additional Defendant)

4. Plaintiff sought employment from the Defendant or was employed by the Defendant at

501 West 8th Street, Columbia
 Street address City
Maury, TN, 38401
 County State Zip Code

5. Defendant discriminated against Plaintiff in the manner indicated in paragraphs 8 and 9 of this Complaint on or about March 23 2009.
 Month Day Year

6. Plaintiff filed charges against the Defendant with the Tennessee Human Rights Commission or the Equal Employment Opportunity Commission charging the Defendant with the acts of discrimination indicated in paragraphs 8 and 9 of this Complaint on or about August 28 2009.
 Month Day Year

7. The Equal Employment Opportunity Commission or the United States Department of Justice issued a Notice of Right to Sue which was received by Plaintiff on October 7 2011, a copy of which Notice is attached.
 Month Day Year

Because of Plaintiff's (1) race (2) _____ color, (3) _____ sex,
 (4) _____ religion, (5) _____ national origin, the Defendant:

- a. _____ failed to employ Plaintiff.
- b. X terminated Plaintiff's employment.
- c. _____ failed to promote Plaintiff.
- d. _____ retaliated against Plaintiff for having filed a charge of discrimination.
- e. _____ other. Explain: _____

9. The circumstances under which Defendant discriminated against Plaintiff were as follows:

It is my belief that I was non-renewed because of my race. My principal, at the time Dr. Tina Weatherford has a record of discriminating against blacks. Ms. Meribeth Sowell (white/tenured) had three years experience, whereas, I had only two years. There were people hired and retained with two years experience, one year experience and one hired with no
 (You may use additional paper, if necessary.) experience.

10. The acts set forth in paragraph 8 of this Complaint:

- a. _____ are still being committed by Defendant.
- b. _____ are no longer being committed by Defendant.
- c. X may still be being committed by Defendant.

11. Plaintiff attaches to this Complaint a copy of the charges filed with the Tennessee Human Rights Commission or the Equal Employment Opportunity Commission, which charges are submitted as a brief statement of the facts supporting this Complaint.

WHEREFORE, Plaintiff prays that the Court grant the following relief:

a. _____ direct that Defendant employ Plaintiff, or

b. X direct that Defendant re-employ Plaintiff, or

c. _____ direct that Defendant promote Plaintiff, or

d. _____ order other equitable or injunctive relief: _____

e. 4 direct that Defendant pay Plaintiff back pay in the amount of

12,000.00 and interest on back pay;

f. _____ direct that Defendant pay Plaintiff compensatory damages: Specify the amount and basis for compensatory damages: _____

g. _____ direct that Defendant pay Plaintiff punitive damages in the amount of _____ because Defendant engaged in a discriminatory practice or practices with malice or with reckless indifference to Plaintiff's federally protected rights, as described in paragraphs 8 and 9 above; and that the Court grant such other relief as may be appropriate, including costs and attorney's fees.

Laurel McKinnis Carter
(Signature of Plaintiff)

January 2, 2012

In the rebuttal on the cause finding recommended by EEOC, The Maury County Board of Education submitted erroneous information, falsely accusing me of failing to complete required paperwork (see attached). There is a disparity in the hiring and retaining of minorities employed within the Maury County School System. Specifically, there is a significant disparity at Joseph Brown Elementary School where Dr. Tina Weatherford is the principal. The school system's policies on hiring, terminating, transferring, promoting or demoting are not clearly defined and/or are not being implemented in an equitable manner. These inequities have resulted in the termination of my teaching positions at Joseph Brown Elementary School.